

A G R E E M E N T

Between

CUMBERLAND COUNTY FACULTY ASSOCIATION

and

BOARD OF TRUSTEES OF THE CUMBERLAND COUNTY COLLEGE

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## A G R E E M E N T

THIS AGREEMENT made by and between the CUMBERLAND COUNTY FACULTY ASSOCIATION and the BOARD OF TRUSTEES OF THE CUMBERLAND COUNTY COLLEGE, this 1<sup>st</sup> day of February, 1969;

WITNESSETH:

### ARTICLE I

#### RECOGNITION

The CUMBERLAND COUNTY COLLEGE BOARD OF TRUSTEES recognizes the CUMBERLAND COUNTY FACULTY ASSOCIATION as the designated representative for purposes of collective negotiations, according to law, for all professionally qualified personnel under contract or on official leave, employed by the Board of Trustees, excluding, however, all professional personnel serving in a managerial capacity as designated by the President of the College.

### ARTICLE II

#### NEGOTIATION PROCEDURE

Pursuant to law, the parties agree to meet at reasonable times and reasonable intervals (not later than December 15th of each year, subject to emergent conditions) for the purposes of collective negotiations and to reduce to writing proposals deemed by the parties appropriate matters for negotiations. This writing will be signed by the parties and filed according to law.

### ARTICLE III

#### SALARIES

The salaries of all professional personnel covered by this Agreement are set forth in Schedule "A", which is attached hereto and made a part hereof. This salary guide will be implemented over a two year period. The initial salary increase for the 1969-70 term shall be a double increment based on the existing salary guide but not to exceed 10% of the individual's present salary. An adjustment will be made in the 1970-71 fiscal year to place individuals on the proper level of the new salary guide. This adjustment will be in addition to normal increment that would ordinarily be granted. All salary grants herein agreed to are subject to the Board receiving sufficient monies from the County of Cumberland and the State of New Jersey.

### ARTICLE IV

#### INSURANCE PROTECTION

As of the beginning of the 1969-70 school year, the Board of Trustees agrees that in addition to the present Blue Cross coverage, the Board will provide Blue Shield coverage for the employee and his family. The Board of Trustees also agrees to extend insurance protection by way of major medical plan for the protection of the employee only.

### ARTICLE V

#### CONSTITUTIONAL AND STATE LAW RESERVATIONS

Nothing in this contract shall be construed as to alter the

obligations and duties of parties to this contract who are public employees under Article I, Paragraph 19 of the Constitution of the State of New Jersey, and nothing in this contract shall be interpreted or construed to deny public employees not covered by this Contract any rights expressly granted by the Constitution or by the public laws of this State.

# ARTICLE VI

## DURATION OF AGREEMENT

This Agreement shall become effective on the 1st day of July, 1969, and shall continue in effect until the 30th day of June, 1970, subject to the provisions for adjustments of salary contained in Article III.

IN WITNESS WHEREOF, the CUMBERLAND COUNTY FACULTY ASSOCIATION, has caused this Agreement to be signed by its duly elected officers who represent that they have the authority to execute this Agreement; and the BOARD OF TRUSTEES OF THE CUMBERLAND COUNTY COLLEGE, by its Chairman and Secretary have signed this Agreement and have caused the corporate seal to be placed thereon.

CUMBERLAND COUNTY FACULTY ASSOCIATION

Arthur P. Collins, Jr.  
James L. Ruge  
CUMBERLAND COUNTY COLLEGE

By: Samuel J. McAllister  
Vice Chairman, Board of Trustees  
of Cumberland County College

James J. Brown  
Daniel M. Chrusin  
Thomas H. Brown  
ATTEST:

Walter J. McAllister  
Secretary

Schedule "A"

Assistant Professor II	\$ 7,369
	7,737
	8,105
	8,473
	8,841
	9,209
	9,577
	9,945
	10,313
	10,681
	11,049
Assistant Professor I	8,957
	9,405
	9,853
	10,301
	10,749
	11,197
	11,645
Associate Professor	11,431
	12,003
	12,575
	13,147
	13,719
	14,291
	14,863
Professor	13,895
	14,590
	15,285
	15,980
	16,675
	17,730
	18,065